

## **DRAFT 6 -3 – 08 EFC Minutes**

EFC Members Present: Representatives Ferland, Cloutier, Converse, Gottling, and Donovan

Other Representatives present: Franklin, Rodeschin

County Employees Present: DOC Superintendent Cunningham, LADC John Gramuglia, and Acting Administrator Chanis

The chair, Rep. Ferland, called the meeting to order at 10:05 a.m. Mr. Cunningham reviewed the DOC staffing plan and his goals since he became Superintendent in August 2007. He distributed and discussed a staffing plan for the Transitional Housing Unit (THU). He stated the THU is "grossly understaffed" and that his staffing plan should take care of staffing needs for the next 10 years. Mr. Cunningham read a June 3, 2008 memo to Commissioner Jarvis stating there has been only an 18,34% recidivism rate in THU inmates since May 2006. Increasing the THU staff coverage is important to him as a "corrections professional."

In response to Rep. Donovan's question, Mr. Cunningham passed out a 6-3-08 weekly DOC population data sheet. He then distributed a list of the DOC costs added to the FY 2009 budget and reviewed the number and type of positions with the EFC. Rep. Gottling temporarily left the meeting at 10:56 a.m.

Mr. Cunningham DOC employees are now the lowest paid county correctional officers in the state and said they deserve at least a 3% salary increase rather than a 1.5% increase as discussed in the EFC. He added that inflation has increased by 3.5%. He distributed a sheet comparing the salaried positions of Sullivan County DOC with those in four other counties. He said he is the only one who can speak for DOC's non-union employees and said there should be a system that gives out merit raises to deserving employees. He said the Booking position of 7/1/08 and part time positions as of 7/1/08 could be pushed until 1/1/09. Mr. Cunningham said his proposal will give more than ten years of life to the DOC and strongly defended his position.

The chair stated her support for the DOC proposal for staff upgrades and declared a recess at 11:30 a.m.

The meeting resumed at 11:36 a.m. with Plainfield's David Grobe who reviewed the Conservation District Board budget. Mr. Grobe, who is chair of the District's board of Supervisors, reported that the Board voted at their 5/29/08 meeting to request full county funding of the Conservation District employee position beyond the 12/31/08 retirement date of the current full-time employee. This employee plans to continue working part-time beyond 12/31/08. He admitted that he has not yet talked to the Commissioners about the Board's request.

Mr. Chanis said he supports the District's request in principle but a fully developed work plan should be submitted before full county funding is approved.

Mr. Grobe said his board feels the complete vision of what the Conservation District can do can't be accomplished with a part-time position.

Long-term goals include GIS mapping which the chair said is not in the FY 09 budget.

The meeting at 12:20 p.m. and resumed at 1:15 p.m.

Rep. Ferland moved, seconded by Cloutier, a motion not to increase the Conservation District's employee salary line so as to reflect a full-time position after 12/31/08. The motion was approved on a 3 – 1 division vote.

Rep. Converse moved, seconded by Cloutier, a motion to reduce non-union salary increases as proposed by the Commissioners from 3% to 1.5%. Rep. Gottling re-entered the meeting as discussion ensued over whether the motion could be applied to union employees.

County Attorney Hathaway entered the meeting at 1:40 p.m. He answered questions about the legal authority of the delegation to set the salaries of union employees. Mr. Hathaway stated that his understanding of current NH statutes and case law indicates that only the commissioners have the right to set the salary level of unionized employees, not the delegation. Mr. Hathaway said there are about 135 union employees as of today, mostly in Sullivan County Health Care. Mr. Chanis said, as of today, there are approximately 100 non-union employees and the union employees are represented by AFSCME (Association of Federal, State, County, and Municipal Employees.)

The vote on reducing non-union salaries to 1.5% failed on a 2 -3 division vote.

Rep. Gottling moved, seconded by Donovan, a motion to set all non-union employee raises at 2%. A discussion took place over how much union members must pay each month for their membership. The cost ranged from \$30.80 to \$15.40 per month depending on the number of hours the employee worked each week. Rep. Gottling's motion passed on a 4 1 division vote.

The chair announced that the EFC would not meet on 6/6/08 but would plan to meet and vote on all individual department budgets on 6/9/08 at 10:00 a.m.

Rep. Cloutier moved, seconded by Ferland, to adjourn at 2:24 p.m.

Representative John Cloutier  
Acting Clerk